



2016-20 STRATEGIC PLANNING ~ POLICY FORUMS~

Focus on
Postsecondary Education and the Workforce:
Education & Training

May 4, 2015

Why a Policy Forum?



To gather feedback from key stakeholders to better inform the 2016-2020 Strategic Agenda for Kentucky Postsecondary and Adult Education.

Stronger By Degrees

Current Mission:

To deliver a world-class education to students, create and apply new knowledge, and grow the economy of the Commonwealth.

Four Focus Areas:

- ❑ College Readiness
- ❑ Student Success
- ❑ Research, Economic, and Community Development
- ❑ Efficiency & Innovation



Accountability



- ❑ Statewide metrics
- ❑ Institutional metrics
- ❑ Online dashboard
- ❑ Annual accountability report

Stronger by Degrees



Objectives/strategies related to Postsecondary Education & the Workforce:

Policy Objective 7: Increase educational attainment and quality of life in Kentucky communities through regional stewardship, public service, and community outreach.

Specific strategies

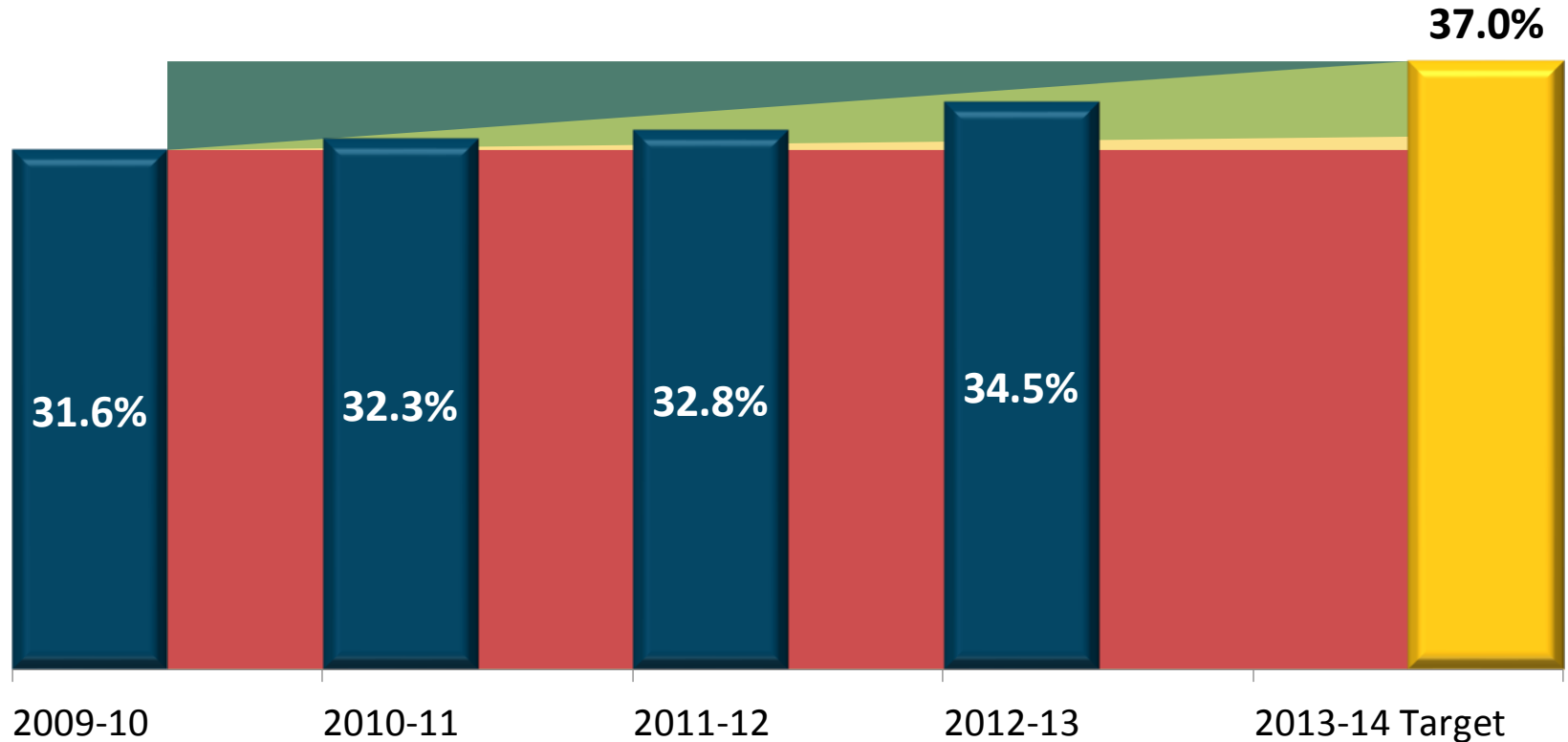
- 7.1. Strengthen and expand partnerships with business, industry, government, non-profit, and other educational entities to meet Kentucky's workforce and community needs.
- 7.2. Support collaborations among postsecondary education providers to serve regional needs and planning efforts to raise the educational attainment level of the Commonwealth.



Educational Attainment of Adults

Percent of Kentucky's population ages 25-44 with an associate degree or higher.

Data Source: 1990 and 2000 Decennial Census, US Census Bureau; American Community Survey, US Census Bureau

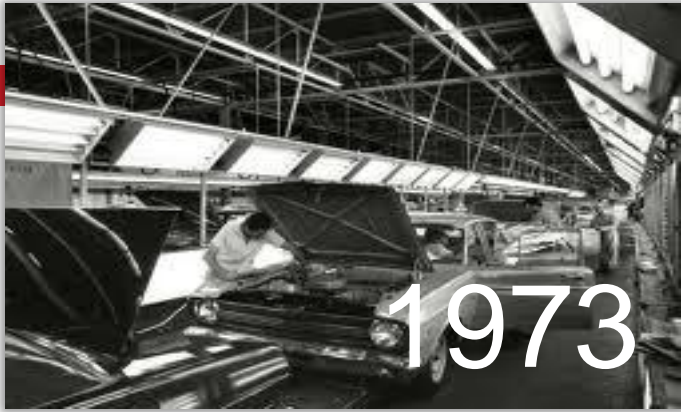


The Current Landscape

“The job market for people without postsecondary credentials has collapsed. In less than two generations, the composition of the American labor market has flipped dramatically, from a majority of jobs that required only a high school education or less — many of which supported a middle-class lifestyle — to one in which the large majority require some college.”

Beyond the Skills Gap, The New America Foundation, 2014

A More Demanding Economy

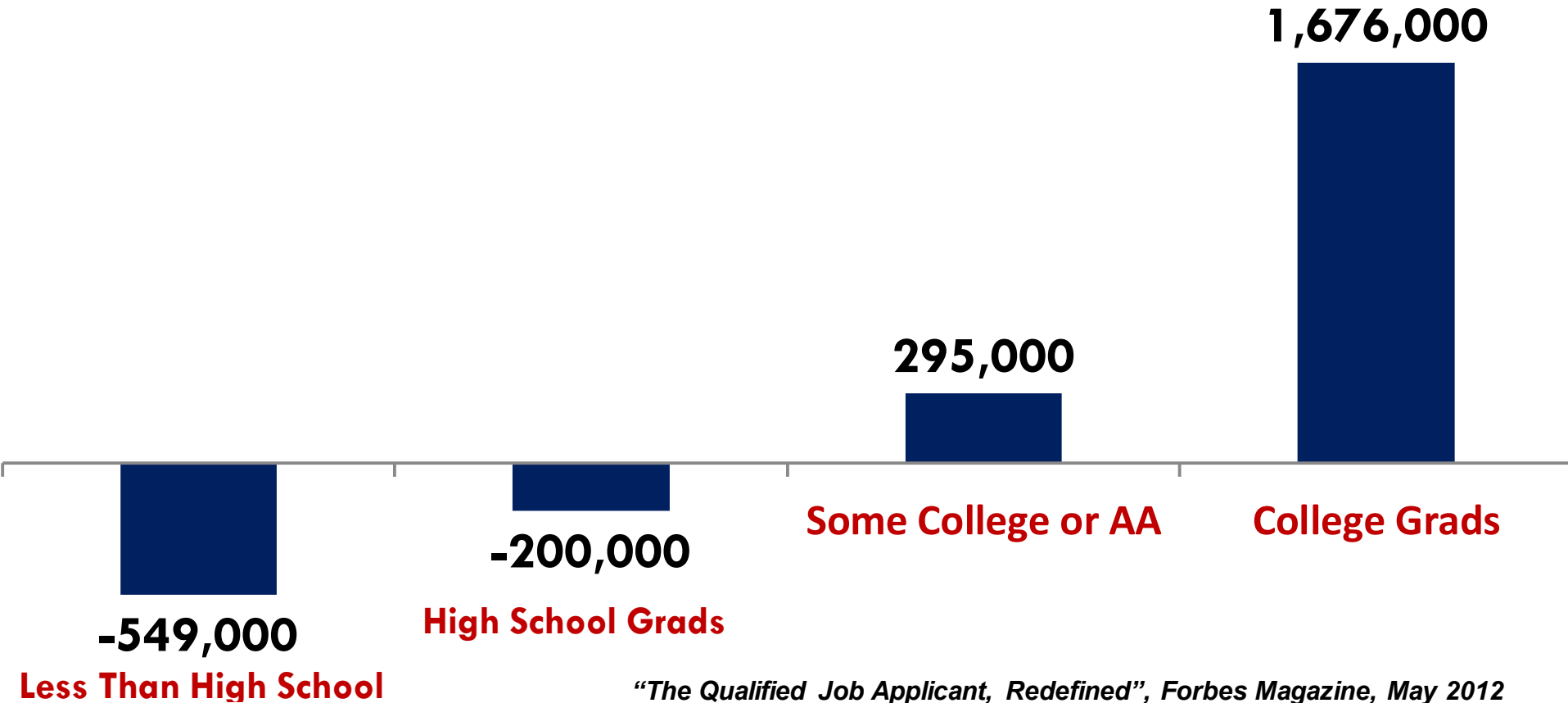


The Passport to the American Dream:

- ❑ In 1973, the Passport was a **High School Diploma**.
72%* of the workforce had no more than a high school degree
- ❑ In 2015, the Passport is **Education beyond High School**

**Nearly 60% of today's workforce has at least some college.*

Who Gained or Lost Jobs

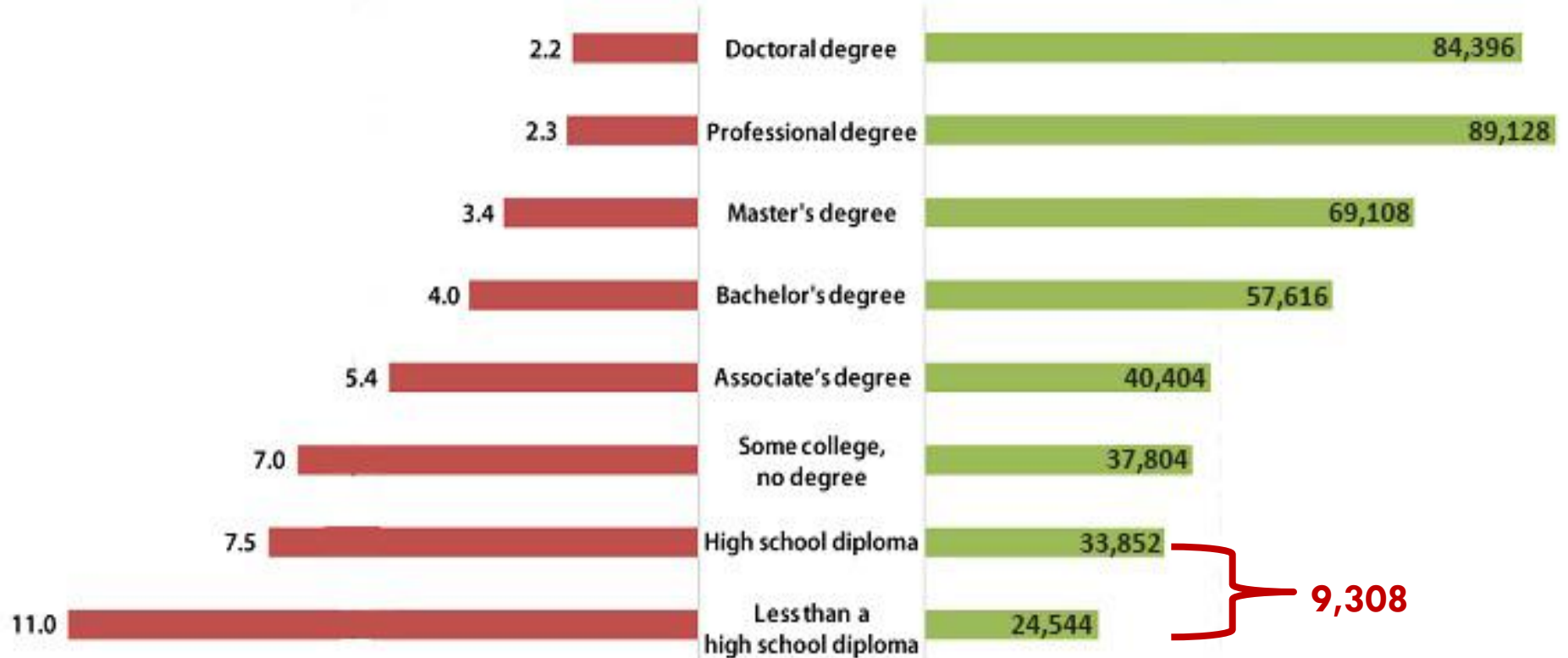


"The Qualified Job Applicant, Redefined", Forbes Magazine, May 2012

Education pays:

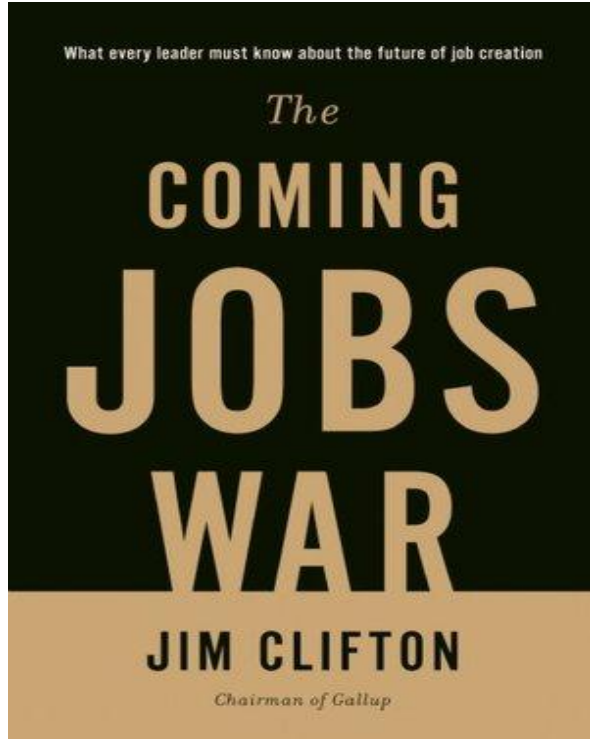
Unemployment rate in 2013 (%)

Median annual earnings in 2013 (\$)



Source: Current Population Survey, U.S. Bureau of Labor Statistics, U.S. Department of Labor

A Global War for Good Jobs is Coming



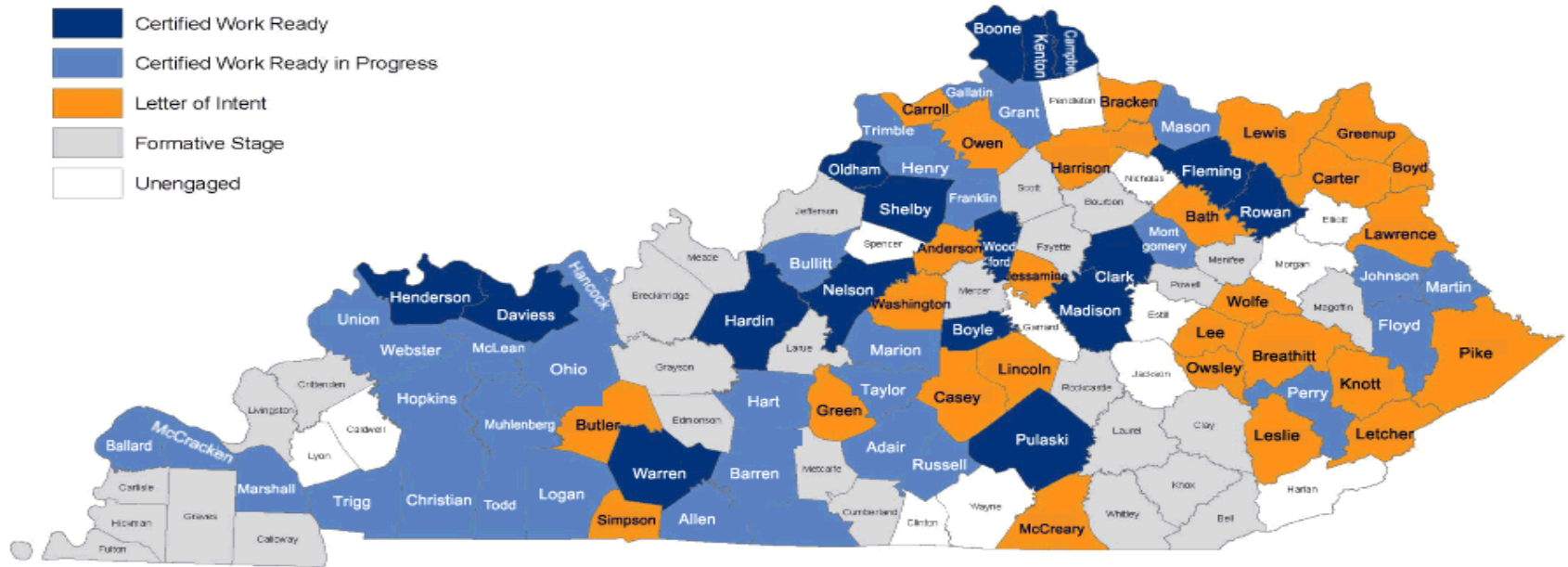
- At the current rate, employers in 2025 will need about **23 million more degree holders** than our nation's colleges and universities will have produced.
- Approximately 2/3 of the nation's college completion goal will come from **non-traditional students** entering and staying in the pipeline.

Current Efforts to Bridge the Education/Workforce Divide



- ❑ Salary and Employment Outcomes Data (Postsecondary and Adult Education Feedback Reports)
- ❑ Competency-based programs aligned with workforce needs (Learn on Demand, Commonwealth College)
- ❑ Alignment and Collaboration (KY Skills Network, NGA Talent Pipeline Project, Healthcare Workforce Project)
- ❑ Integrated Education and Training (Internships, Apprenticeships, Co-ops, Accelerating Opportunity Program, KY FAME – Federation for Advanced Manufacturing Education)
- ❑ Career Pathways

Work Ready Communities



Differing Views on Role of College

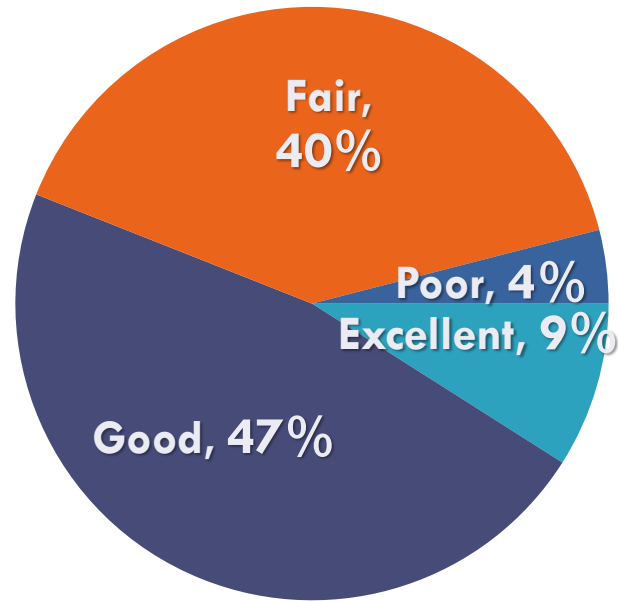
According to a 2012 Time/Carnegie Corporation poll, 40 percent of the general population considered gaining skills and knowledge for a career as the most important reason to go to college, while only 21 percent of college leaders did.

<http://nation.time.com/2012/10/18/higher-education-poll/>

Business Leaders See Room for Improvement in Preparation of Graduates

15

How well 2- and 4-year colleges prepare graduates to succeed

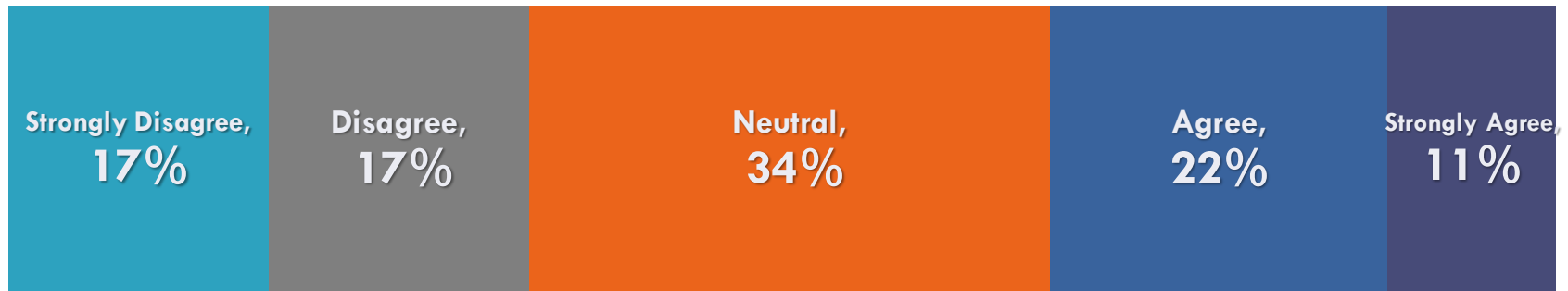


Source: *It Takes More Than a Major: Employer Priorities for College Learning and Student Success*. 2013. AAC&U.

Business Leaders Rate Relevant Skills and Competencies of Graduates

16

“Higher education institutions in this country are graduating students with the skills and competencies that MY business needs.”



Source: *What America Needs to Know About Higher Education Redesign*. 2014. Gallup-Lumina.

Business Leaders Forecast that Degree Attainment Will Be Important to Employees

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“What percentage of jobs at your business will require some kind of credential in about 10 years?”



55% of business leaders expect more than half of future jobs will require a credential.

Key Takeaways



- ❑ Kentucky's jobs increasingly demand employees with a postsecondary degree or credential – but the educational levels of our citizens are not keeping up.
- ❑ Many business leaders see a disconnect between their workplace needs and the skills and abilities of college graduates.
- ❑ The workforce and postsecondary communities are responding with a range of strategies to better align workforce and education – will they be enough?

Time for Your Input





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